

2021-23 Working Agreement Tentative Agreement Summary

Tentative Agreement Ratification Timeline

Wednesday, October 27, 2021

Tentative Agreement (TA) reached with District

Monday, November 1

Emergency Executive Board meeting to recommend TA and electronic voting

Wednesday, November 3

Informational literature prepared

Thursday, November 4

Distribute literature to buildings

Monday, November 8

Emergency RA to review TA and authorize electronic member vote

Tuesday, November 9

Online information Meeting 4:45 p.m. – 6 p.m.

Thursday, November 11

Online Information Meeting 5:45 p.m. to 7 p.m.

Monday, November 15

Regularly Scheduled Representative Assembly Meeting

Tuesday, November 16

AHEM Membership Online Voting on Contract Ratification (Day 1)

Wednesday, November 17

AHEM Membership Online Voting on Contract Ratification (Day 2)

Friday November 19

AHEM tallies election results and reports results to District General Counsel

Monday, November 22


Regular School Board Meeting board with vote on Contract Ratification

Friday, December 17

District Goal for Retroactive Pay to members

Updated: Nov. 3, 2021

3200 Main St., Suite 360, Coon Rapids, MN 55448
763-421-9110 Fax 763-421-3806
ahem.mn.aft.org

*Education Minnesota is an affiliate of the American Federation of Teachers,
the National Education Association and AFL-CIO.  2462*



**ANOKA HENNEPIN
LOCAL 7007**

Summary of items other than the salary schedule and insurance:

- **PEIP MOU** – Provides language that if we vote to go to PEIP in the next contract as a bargaining group, existing insurance contributions would continue. A vote on PEIP is separate from any contract vote.
- **Planning/Grading Days Remote Work MOU** – Renewed agreement that allows remote work on end of trimester grading days with the change that a personal day may not be taken the day before or the day after if working remotely on the grading day.
- **Retirement Health Savings** – Reduced the threshold to qualify from 90 to 80 sick days.
- **403(b)** - Raised cap on maximum matching contributions from district to \$50,000. The \$1,000 contribution eligibility moved to the first year of employment starting in the 2022-23 school year.
- **Student Loan Program MOU** – In the 2022-23 school year, the district will count payments towards a qualifying student loan as the employee contribution to a 403(b) and make the appropriate matching 403(b) contribution. Starting as a 1 year trial program.
- **Sick Leave Buyback for Probationary Terminated Teachers** – Probationary teachers who are let go will be able to sell accumulated sick leave days back at the same rate as teachers with 30 or more sick days.
- **Calendar Clarifications** - Clarified language for groups that have extended or alternate calendars (Early Intervention Program and TaLS).
- **ESA/Leadership/Hourly Rate Changes**
 - *1% increase each year to Appendix B and Article X Leadership ESA stipends*
 - *CTE and School Store stipend recommendations from LMC*
 - *Added Auditorium Manager position*
 - *Added Psychology Lead position*
 - *Added ESL department leader for AH Regional/Technical High School*
 - *Elementary ESL Lead moves up one ESA pay level*
 - *Behind the Wheel Pay increases \$1 per hour each year*
 - *Post-season Compensation extended to Include non-athletic MSHSL activities.*
 - *Hourly Rate changed to one uniform rate for summer school and the miscellaneous rate of pay rather than using the formula to calculate an hourly rate. 1% increase to the hourly rate in each year.*
 - *Language Clean up - Many grammatical revisions and fixes to language that no longer applies to current practice.*

Health Insurance:

- No change in the district contribution in year 1 (2021-22).
- Approximately a 5% increase in insurance contributions in year 2 (2022-23).
- Memorandum of Understanding that contributions and HRA amounts will apply in the event AHEM members later vote to move from the district insurance plan to PEIP.
- Dental insurance contribution remains \$80 per month.

	District Contribution per Month in 2021-22	District Contribution per Month in 2022-23
Single	\$700	\$735
Family	\$1250	\$1310
Dual Spouse	\$1950	\$2045

ABE/ECFE:

- Same insurance contributions as outlined above.
- Eliminates first step (Step 3).
- Year 1: 1% on Steps 4-9 and 2% on career steps.
- Year 2: 2% on Step 4, 1% on Steps 5-9, and 2% on career steps.
- Lead pay remains \$0.30 per hour.

Step	2020-21		2021-22		2022-23	
	BA	MA	BA	MA	BA	MA
3	\$29.69	\$31.69	--	--	--	--
4	\$30.15	\$32.15	\$30.45	\$30.45	\$30.45	\$30.45
5	\$31.18	\$33.18	\$31.49	\$31.49	\$31.49	\$31.49
6	\$32.50	\$34.50	\$32.83	\$32.83	\$32.83	\$32.83
7	\$33.82	\$35.82	\$34.16	\$34.16	\$34.16	\$34.16
8	\$35.34	\$37.34	\$35.69	\$35.69	\$35.69	\$35.69
9	\$36.56	\$38.56	\$36.93	\$36.93	\$36.93	\$36.93
C1-10	\$38.07	\$40.07	\$38.83	\$38.83	\$38.83	\$38.83
C2 (Pre 1/1/2006)	\$38.82	\$40.82	\$39.60	\$39.60	\$39.60	\$39.60

K-12 Teacher Salary Schedule

- Step and Lane movement both years.
- “Front loaded” with bigger increases in year 1.
- With step and lane movement, everyone gets a raise of at least 4% over the two years of the contract.
- **Added “Roll Up” Steps** – As these steps move down the salary schedule in future rounds of bargaining, it will reduce the number of years it takes to reach the bottom (highest salary). When all reach the bottom of the schedule it will have reduced the number of years it takes to get to the highest salary from 24 years to 19 years.

Two Year Salary \$ and % Increase

20-21		21-22		22-23								
from	to/ from	to	BA	BA +15	BA +30	BA +45	BA +60	MA	MA +15	MA +30	MA +45	MA +60
1	1&2	2&3	\$2,271	\$2,427	\$2,618	\$2,780		\$3,234	\$3,361	\$3,888	\$3,882	\$4,471
			5.2%	5.4%	5.7%	6%		6.5%	6.6%	7.4%	7.2%	8.2%
2	3	4	\$3,295	\$3,539	\$3,654	\$3,869		\$5,403	\$5,542	\$5,935	\$5,972	\$6,260
			7.5%	7.9%	7.9%	8.2%		10.7%	10.7%	11.2%	11%	11.2%
3	4	5	\$3,232	\$3,740	\$3,896	\$4,165		\$5,637	\$5,991	\$6,123	\$6,630	\$6,760
			7.2%	8.1%	8.2%	8.6%		10.7%	11.1%	11%	11.7%	11.6%
4	5	6	\$3,435	\$3,816	\$3,899	\$4,133		\$5,598	\$6,103	\$6,257	\$6,904	\$7,050
			7.4%	8%	7.9%	8.2%		10.2%	10.8%	10.7%	11.6%	11.5%
5	6	7	\$4,900	\$4,919	\$4,937	\$4,803		\$5,494	\$6,239	\$6,573	\$6,679	\$7,201
			10.3%	10%	9.7%	9.2%		9.5%	10.5%	10.8%	10.6%	11.2%
6	7	8	\$6,440	\$6,560	\$6,379	\$6,127		\$6,867	\$6,797	\$6,544	\$6,523	\$6,880
			13.1%	12.9%	12.2%	11.4%		11.4%	11%	10.2%	9.9%	10.1%
7&8	8&9	9&10	\$7,272	\$7,656	\$7,755	\$8,069		\$8,686	\$8,452	\$8,402	\$8,965	\$9,143
			14.1%	14.3%	14.1%	14.3%		13.9%	13%	12.5%	13%	12.9%
9	10	11	\$5,049	\$5,377	\$5,675	\$6,034		\$6,607	\$6,884	\$7,355	\$7,947	\$8,047
			9.1%	9.4%	9.7%	10.1%		10%	10.1%	10.5%	11.1%	10.9%
10	11	12	\$3,359	\$3,473	\$3,546	\$3,629		\$3,965	\$4,074	\$4,183	\$4,304	\$4,425
			5.7%	5.7%	5.7%	5.6%		5.6%	5.6%	5.6%	5.5%	5.5%
11	12	13	\$3,103	\$3,207	\$3,273	\$3,349		\$3,657	\$3,756	\$3,855	\$3,966	\$4,076
			5.2%	5.1%	5.1%	5.1%		5.1%	5%	5%	5%	5%
12	13	14	\$2,775	\$2,865	\$2,923	\$2,989		\$3,259	\$3,346	\$3,433	\$3,531	\$3,627
			4.5%	4.5%	4.4%	4.4%		4.4%	4.4%	4.3%	4.3%	4.3%
13	14	15	\$2,818	\$2,911	\$2,969	\$3,037		\$3,310	\$3,399	\$3,488	\$3,588	\$3,685
			4.5%	4.5%	4.4%	4.4%		4.4%	4.4%	4.3%	4.3%	4.3%
14	15&16	16&17	\$2,655	\$2,742	\$2,796	\$2,860		\$3,114	\$3,197	\$3,280	\$3,372	\$3,462
			4.2%	4.2%	4.1%	4.1%		4.1%	4.1%	4%	4%	4%
15	15&16	16&17	\$2,655	\$2,742	\$2,796	\$2,860		\$3,114	\$3,197	\$3,280	\$3,372	\$3,462
			4.2%	4.2%	4.1%	4.1%		4.1%	4.1%	4%	4%	4%

20-21	21-22	22-23										
from	to/ from	to	BA	BA +15	BA +30	BA +45	BA +60	MA	MA +15	MA +30	MA +45	MA +60
16	17	18&19	\$2,982	\$3,080	\$3,143	\$3,215		\$3,507	\$3,601	\$3,696	\$3,801	\$3,905
			4.7%	4.7%	4.7%	4.6%		4.6%	4.6%	4.5%	4.5%	4.5%
17	18	18&19	\$2,982	\$3,080	\$3,143	\$3,215		\$3,507	\$3,601	\$3,696	\$3,801	\$3,905
			4.7%	4.7%	4.7%	4.6%		4.6%	4.6%	4.5%	4.5%	4.5%
18	19	20&21	\$4,425	\$4,346	\$4,507	\$4,413		\$4,720	\$4,901	\$4,948	\$5,000	\$5,583
			7%	6.6%	6.7%	6.4%		6.2%	6.2%	6.1%	6%	6.5%
19	20	20&21	\$4,425	\$4,346	\$4,507	\$4,413		\$4,720	\$4,901	\$4,948	\$5,000	\$5,583
			7%	6.6%	6.7%	6.4%		6.2%	6.2%	6.1%	6%	6.5%
20	21&22	22&23	\$3,721	\$3,836	\$3,921	\$4,002		\$4,778	\$4,914	\$5,042	\$5,186	\$5,358
			5.7%	5.7%	5.7%	5.6%		6.1%	6.1%	6.1%	6.1%	6.1%
21	21&22	22&23	\$2,751	\$2,832	\$2,892	\$2,950		\$3,617	\$3,717	\$3,811	\$3,916	\$4,042
			4.1%	4.1%	4.1%	4.1%		4.6%	4.5%	4.5%	4.5%	4.5%
22	23	22&23	\$2,751	\$2,832	\$2,892	\$2,950						
			4.1%	4.1%	4.1%	4.1%						
23	23	22&23	\$2,751	\$2,832	\$2,892	\$2,950						
			4.1%	4.1%	4.1%	4.1%						
22	23	24+						\$4,827	\$5,450	\$5,532	\$6,297	\$6,541
								6.1%	6.7%	6.6%	7.3%	7.3%
23	24+	24+					\$4,084	\$4,827	\$5,450	\$5,532	\$6,297	\$6,541
							5.5%	6.1%	6.7%	6.6%	7.3%	7.3%
24+	24+	24+					\$3,077	\$3,266	\$3,372	\$3,453	\$3,568	\$3,683
							4%	4%	4%	4%	4%	4%

2020-21 K-12 Teacher Salary Schedule (for reference)

Step	BA	BA +15	BA +30	BA +45	BA +60	MA	MA +15	MA +30	MA +45	MA +60
1	43,387	44,578	45,542	46,594		50,043	51,218	52,442	53,678	54,666
2	43,743	44,973	46,115	47,255		50,334	51,694	53,139	54,338	55,902
3	44,978	46,325	47,480	48,694		52,597	53,899	55,650	56,880	58,457
4	46,358	47,832	49,089	50,444		55,057	56,556	58,394	59,630	61,482
5	47,530	49,385	50,696	52,179		57,554	59,210	61,093	62,830	64,537
6	49,113	50,968	52,308	53,897		59,975	61,979	63,971	65,854	67,852
7&8	51,750	53,624	54,953	56,302		62,368	64,769	66,986	68,829	71,058
9	55,448	57,423	58,582	59,919		66,162	68,096	69,835	71,697	74,052
10	58,917	61,175	62,603	64,266		70,949	73,116	75,283	77,689	80,096
11	60,092	62,395	63,852	65,548		72,364	74,575	76,785	79,239	81,694
12	61,871	64,243	65,744	67,490		74,509	76,785	79,061	81,588	84,116
13	62,790	65,197	66,720	68,492		75,616	77,926	80,235	82,800	85,365
14	63,605	66,043	67,586	69,380		76,597	78,937	81,276	83,875	86,473
15	63,605	66,043	67,586	69,380		76,597	78,937	81,276	83,875	86,473
16	63,605	66,043	67,586	69,380		76,597	78,937	81,276	83,875	86,473
17	63,605	66,043	67,586	69,380		76,597	78,937	81,276	83,875	86,473
18	63,605	66,043	67,586	69,380		76,597	78,937	81,276	83,875	86,473
19	63,605	66,043	67,586	69,380		76,597	78,937	81,276	83,875	86,473
20	65,329	67,608	69,253	70,897		78,164	80,600	82,905	85,465	88,538
21	66,299	68,612	70,282	71,949		79,325	81,797	84,136	86,735	89,854
22	66,299	68,612	70,282	71,949		79,325	81,797	84,136	86,735	89,854
23	66,299	68,612	70,282	71,949	74,518	79,325	81,797	84,136	86,735	89,854
24+					75,525	80,886	83,875	86,215	89,464	92,712

2021-22 K-12 Teacher Salary Schedule

Step	BA	BA +15	BA +30	BA +45	BA +60	MA	MA +15	MA +30	MA +45	MA +60
1&2	44,643	45,873	47,015	48,155		51,234	52,594	54,039	55,238	56,802
3	45,603	46,950	48,105	49,319		53,222	54,524	56,275	57,505	59,082
4	46,983	48,457	49,714	51,069		55,682	57,181	59,019	60,255	62,107
5	48,155	50,010	51,321	52,804		58,179	59,835	61,718	63,455	65,162
6	49,738	51,593	52,933	54,522		60,600	62,604	64,596	66,479	68,477
7	52,375	54,249	55,578	56,927		62,993	65,394	67,611	69,454	71,683
8&9	55,498	57,473	58,632	59,969		66,787	68,721	70,460	72,322	74,677
10	58,967	61,225	62,653	64,316		70,999	73,166	75,333	77,739	80,146
11	60,442	62,745	64,202	65,898		72,714	74,925	77,135	79,589	82,044
12	62,221	64,593	66,094	67,840		74,859	77,135	79,411	81,938	84,466
13	63,140	65,547	67,070	68,842		75,966	78,276	80,585	83,150	85,715
14	64,591	67,053	68,612	70,424		77,713	80,076	82,439	85,064	87,688
15&16	65,227	67,714	69,288	71,118		78,479	80,866	83,252	85,903	88,552
17	65,227	67,714	69,288	71,118		78,479	80,866	83,252	85,903	88,552
18	65,227	67,714	69,288	71,118		78,479	80,866	83,252	85,903	88,552
19	65,227	67,714	69,288	71,118		78,479	80,866	83,252	85,903	88,552
20	66,986	69,310	70,988	72,665		80,077	82,562	84,913	87,524	90,659
21&22	67,975	70,334	72,038	73,738		81,262	83,783	86,169	88,820	92,001
23	67,975	70,334	72,038	73,738	76,358	81,262	83,783	86,169	88,820	92,001
24+					77,386	82,854	85,903	88,289	91,603	94,916

2022-23 K-12 Teacher Salary Schedule

Step	BA	BA +15	BA +30	BA +45	BA +60	MA	MA +15	MA +30	MA +45	MA +60
1	45,098	46,328	47,470	48,610		51,689	53,049	54,494	55,693	57,257
2&3	45,658	47,005	48,160	49,374		53,277	54,579	56,330	57,560	59,137
4	47,038	48,512	49,769	51,124		55,737	57,236	59,074	60,310	62,162
5	48,210	50,065	51,376	52,859		58,234	59,890	61,773	63,510	65,217
6	49,793	51,648	52,988	54,577		60,655	62,659	64,651	66,534	68,532
7	52,430	54,304	55,633	56,982		63,048	65,449	67,666	69,509	71,738
8	55,553	57,528	58,687	60,024		66,842	68,776	70,515	72,377	74,732
9-new	57,288	59,404	60,698	62,198		68,948	70,999	72,952	75,086	77,467
10-old 9&10	59,022	61,280	62,708	64,371		71,054	73,221	75,388	77,794	80,201
11	60,497	62,800	64,257	65,953		72,769	74,980	77,190	79,644	82,099
12	62,276	64,648	66,149	67,895		74,914	77,190	79,466	81,993	84,521
13	63,195	65,602	67,125	68,897		76,021	78,331	80,640	83,205	85,770
14	64,646	67,108	68,667	70,479		77,768	80,131	82,494	85,119	87,743
15	65,608	68,108	69,689	71,529		78,926	81,325	83,723	86,388	89,050
16&17	66,260	68,785	70,382	72,240		79,711	82,134	84,556	87,247	89,935
18&19	66,587	69,123	70,729	72,595		80,104	82,538	84,972	87,676	90,378
20&21	68,030	70,389	72,093	73,793		81,317	83,838	86,224	88,875	92,056
22&23	69,050	71,444	73,174	74,899		82,942	85,514	87,947	90,651	93,896
24+					78,602	84,152	87,247	89,668	93,032	96,395

Memorandum of Understanding

between

Anoka-Hennepin Independent School District #11

and

Anoka-Hennepin Education Minnesota

WHEREAS, the parties have negotiated a collective bargaining agreement effective July 1, 2021 through June 30, 2023; and

WHEREAS, MN Statute 43A.316 Subd. 5b states:

“Each exclusive representative for an eligible employer determines whether the employees it represents will participate in the program. The exclusive representative shall give the employer notice of intent to participate at least 30 days before the expiration date of the collective bargaining agreement preceding the collective bargaining agreement that covers the date of entry into the program. The exclusive representative and the eligible employer shall give notice to the commissioner of the determination to participate in the program at least 30 days before entry into the program. Entry into the program is governed by a schedule established by the commissioner.”

; and

WHEREAS, the Union wants the ability to move to PEIP if it is so chooses in the future in accordance with statutory requirements; and

WHEREAS, the District seeks to remain in compliance with any right the Union has to move to PEIP; and

WHEREAS, both parties seek a seamless transition to PEIP if it were to occur.

NOW THEREFORE, the parties agree that:

- In accordance with MN Statute 431.316, Subd 5(b):
 - If AHEM makes the determination that they will move to PEIP during the term of the 2023-2025 working agreement, they shall give the district notice of intent to participate no later than the end of the day on May 31st, 2023.
 - If the above notice is provided, the District and AHEM agree to provide joint notice of the determination to participate in PEIP to the Commissioner of Minnesota Management and Budget at least 30 days prior to entering the program on a date acceptable to the Commissioner between July 1, 2023 and June 30, 2025.

- The District and AHEM recognize that, if AHEM makes the determination to move to PEIP, the following modifications will need to be made to Article XI and Appendix C, Section VII of the working agreement in the next round of negotiations:
 - For teachers, the “District Plan” described in Article XI and Appendix C, Section VII will apply to the PEIP plans, and not the Anoka-Hennepin self-funded plans
 - the coverage start date for new employees will be in accordance with the established agreement between the District and the broker for the Public Employees Insurance Program.
 - Teachers enrolled in the District plan for teachers whose deductible and out of pocket maximums meet or exceed those of the High Deductible Open Access Plan mentioned in Article XI.2.4 and Appendix C.VII will also be eligible for the HRA contributions mentioned in those sections. The administrative fees for the HRA will be deducted from the HRA since it would not be integrated into a self-funded health plan.
 - If AHEM makes the determination to receive life insurance through the Public Employees Insurance Program, the district contribution will be capped at the same dollar amount provided for employee groups utilizing the standard district plan. The difference will be collected from the employee through payroll deduction.
 - Retired teachers and those on long-term disability at the time of a move to PEIP will no longer be eligible for the plan they were enrolled in, but may be able to enroll in an eligible PEIP plan.
 - The dual-spouse contribution mentioned in Article XI.2.3 and Appendix C.VII will only apply to employees whose spouses are also eligible for the PEIP coverage.
- The agreement by the District and AHEM to include language to accommodate the move to PEIP in this MOU does not prevent the parties from negotiating different language into the 2023-2025 working agreement.

AHEM

Date

Anoka-Hennepin School District

Date

Memorandum of Understanding

Between

Anoka-Hennepin Independent School District #11

and

Anoka Hennepin Education Minnesota

WHEREAS, the parties are in negotiations for a new collective bargaining agreement effective July 1, 2021 through June 30, 2023; and

WHEREAS, the parties have mutual interest in recognizing professional responsibility as well as professional time performed beyond the duty day; and

WHEREAS, the Union has proposed teacher professional discretion and judgement with the respect working on site or remotely on grading days at the end of each trimester;

NOW THEREFORE, for the July 1, 2021 through June 30, 2023 contract, only, the parties agree to the following:

- Teachers may use their professional judgment and discretion to work on site or remotely for the District designated grading days at the end of trimesters with appropriate notification/communication to the principal or program supervisor.
- Teachers must be available via phone and email and must not use a personal day or seniority day the day before or the day after in order to work remotely.
- District required work must be completed by the deadline established by each site. Each teacher must follow any checkout procedure with the principal or program supervisor prior to leaving at the end of the school year.

Anoka Hennepin Education Minnesota

Date

District

Date

Memorandum of Understanding

Between

Anoka Hennepin School District #11

And

Anoka-Hennepin Education Minnesota

WHEREAS, the parties have negotiated a collective bargaining agreement effective July 1, 2021 through June 30, 2023; and

WHEREAS, The District and Association formed a labor management committee in the 2020-21 school year that recommended the creation of a student loan benefit aligned with our 403(b) plan; and

NOW THEREFORE, the District will provide the following benefit option during the 2022-23 school year:

- Teachers who are eligible for the 403(b) match provided in Article XIII, Section 2 of the working agreement, may access the district match either by providing a matching payroll contribution to their 403(b) **or** by making a matching payment to a qualified personal student loan as defined by the Labor Relations & Benefits department.
- Teachers who elect the option to match a student loan payment and provide appropriate documentation to the Labor Relations & Benefits department on or before April 15, 2023, will see the matching contribution reflected on a paycheck in June of 2023.
- For the 2022-23 school year, the match will be based on principal and interest paid towards the qualified student loan during the 2022 Calendar year.

This MOU will not be subject to the grievance process.

Anoka-Hennepin Education Minnesota

Date

District

Date